

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 27-CA-301489	Date Filed 8/16/2022

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United Food & Commercial Workers Local 7		b. Tel. No. (303) 425-0897
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 7760 West 38th Ave., Suite 400 Wheat Ridge, CO 80033	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @ufcw7.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Labor organization	j. Identify principal product or service Labor organizing	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer has engaged in direct dealing with employees, including secretaries, regarding their terms and conditions of employment.

The Employer has also repudiated the parties' grievance procedure by failing to process all grievances following expiration of the parties' collective bargaining agreement on June 25, 2022.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Federation of Agents and International Representatives

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)  
P.O. Box 760  
Roseville, CA 95661

## 4b. Tel. No.

(b) (6), (b) (7)(C)

## 4c. Cell No.

## 4d. Fax No.

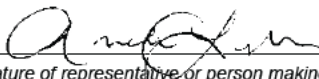
## 4e. e-mail

(b) (6), (b) (7)(C) @yourfairunion.org

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Amanda C. Lynch, Attorney for FAIR

(Print/type name and title or office, if any)

177 Post St., Suite 300, San Francisco, CA 94108

Address

Date Aug 16, 2022

## Tel. No.

(415) 421-7151

## Office, if any, Cell No.

## Fax No.

## e-mail

alynch@altber.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

1 **PROOF OF SERVICE**

2 I am employed in the City and County of San Francisco, California. I am over the age of  
3 eighteen years and not a party to the within action; my business address is 177 Post Street, Suite  
4 300, San Francisco, California 94108. On August 16, 2022, I served the following document(s):

5 **CHARGE AGAINST EMPLOYER**

6 on the parties by the method below:

7 **By Certified United States Mail:** I served the documents by enclosing them in an envelope and  
8 placing the envelope for collection and mailing via Certified Mail following our ordinary business  
9 practices. I am readily familiar with this business's practice for collecting and processing  
10 correspondence for mailing. On the same day that the correspondence is placed for collection and  
11 mailing, it is deposited in the ordinary course of business with the United States Postal Service in a  
12 sealed envelope with postage fully paid. The return receipt requested is in the custody of the United  
13 States Post office, located at 150 Sutter Street, San Francisco, California.

14 (b) (6), (b) (7)(C)

15 **United Food & Commercial Workers Local 7**  
16 **7760 West 38<sup>th</sup> Ave., Suite 400**  
17 **Wheat Ridge, CO 80033**

18 I declare under penalty of perjury under the laws of the State of California that the  
19 foregoing is true and correct. Executed August 16, 2022, at San Francisco, California.

20  
21  
22 (b) (6), (b) (7)(C)

23 (b) (6), (b) (7)(C)